

# YOUR JOB IS SECURE!

*Employer Support of the Guard and Reserve*

1-800-336-4590 \* [www.esgr.org](http://www.esgr.org)

As a uniformed service member, you have rights under the Uniformed Services Employment and Reemployment Rights Act (USERRA), Title 38, Chapter 43, United States Code.

## **Your Rights:**

- ☐ Military leave of absence (up to five years of voluntary service)
- ☐ Prompt reinstatement back into your job
- ☐ Accumulation of seniority, including pension plan benefits
- ☐ Reinstatement of health insurance, regardless of pre-existing conditions
- ☐ Training or retraining of job skills, including accommodations for disabled
- ☐ Protection against discrimination

## **Your Responsibilities:**

- ☐ Before Reporting for Duty: Provide prior notice to employer (preferably in writing)
- ☐ While Performing Duty: Serve under honorable conditions
- ☐ After Release from Duty: Return to work in a timely manner

### Reemployment Timetable:

Less than 31 days of service

-Report next work day after safe travel home and 8 hours of rest

31-180 days of service

-Apply for reinstatement within 14 days of release from active duty

Over 180 days of service

-Apply for reinstatement within 90 days of release from active duty

## **How to Resolve an Employment Issue:**

- ☐ Inform your unit/military chain of command
- ☐ Contact ESGR (1-800-336-4590, [ncesgr-ombud@osd.mil](mailto:ncesgr-ombud@osd.mil) or [www.esgr.org](http://www.esgr.org))
- ☐ If not resolved, contact the Department of Labor (1-866-4-usa-dol or [www.dol.gov](http://www.dol.gov))
- ☐ May consult a private attorney (at own expense, precludes ESGR assistance)

## **How to Recognize a Supportive Employer:**

- ☐ Nominate them for an award from ESGR
- ☐ Go to the ESGR web site at; [www.esgr.org](http://www.esgr.org)
- ☐ Click on 'Military Members' and then 'Patriot Award'
- ☐ Fill out and submit the Patriot Award nomination form right on line!

## **Other Helpful Web Sites:**

- ☐ [www.tricare.osd.mil/reserve](http://www.tricare.osd.mil/reserve), information on TRICARE coverage
- ☐ [www.sba.gov/vets](http://www.sba.gov/vets), information for small business owners
- ☐ [www.soc.aascu.org](http://www.soc.aascu.org), information for college students
- ☐ [www.usmilitary.about.com/od/sscra](http://www.usmilitary.about.com/od/sscra), Servicemembers Civil Relief Act (SCRA)
- ☐ [www.militaryonesource.com](http://www.militaryonesource.com), on-line counseling, information and resources

